



## **Williamson County Benefits Department**

### **Working Spouse Rule**

Effective January 1, 2007

If an employee's spouse declines health coverage through his or her employer and elects coverage under the Williamson County Medical Benefits Program, the employee will be charged the designated contribution set by Williamson County for the number of dependents enrolled plus an additional \$100.00 monthly surcharge for the enrollment of the spouse.

If the employee's spouse does not have coverage available through his or her employer and the employee elects to cover the spouse under the Williamson County Medical Benefits Program, only the designated contribution will apply.

A spouse enrolled in the Williamson County Medical Benefits Program, with coverage effective on or before January 1, 2007, will not be subjected to the surcharge for the duration of his or her continued enrollment period thereafter. If said spouse terminates coverage from the Williamson County Medical Benefits Program on or after January 2, 2007 and re-enrolls at a later time with employer coverage available, the employee will pay the surcharge in addition to the designated contribution. Enrollment of a spouse that has employer coverage available on or after January 2, 2007 will be subject to the surcharge in addition to the designated contribution under the circumstances described above.

**Enrollment of a Spouse on or after January 2, 2007.** If the employee's spouse is enrolled under both his or her employer's plan and the Williamson County Medical Benefits Plan, the employee will not be charged the additional surcharge so long as the spouse's coverage with his or her employer is considered the spouse's primary coverage and the Williamson County Medical Benefits Plan is considered excess only.

Falsification of information regarding the spouse's available coverage will result in, at a minimum, the additional premium surcharge being assessed retro-actively back to the date of the spouse's enrollment in the medical program and/or termination from the medical program. In addition, willful provision of false information may result in disciplinary action against the employee up to and including termination. Employees enrolling a spouse on or after January 2, 2007 will be required to furnish verification from the spouse's employer regarding insurance status before coverage will become effective under the Williamson County Medical Program.